Frequently Asked Questions Regarding CPTP's Statewide Competency Initiative

Where is my (my employee's) invitation?

CPTP is sending out invitations on a rolling basis for competency sort appointments at least two weeks in advance. If you received or awarded an exceptional rating in performance year 14-15, you will be invited to a sort meeting sometime between November 2015 and May 2016.

For a better idea of when you will receive your invitation, please note that CPTP is holding meetings throughout the state according to the following schedule:

Baton Rouge – November 2015 through February 2016
Hammond – March 2016
New Orleans – March 2016
Lafayette – April 2016
Lake Charles – April 2016
Alexandria - April/May 2016
Shreveport/Bossier - May 2016
Monroe – May 2016

What if none of the dates on my invitation work for me?

Just let us know, and we'll send other dates for you to consider.

Something came up and I can't make my appointment. Now what?

If possible, please send us an email as soon as possible. Not only can we reschedule your appointment, but may be able to invite another person for the slot you can no longer attend.

Something came up and I missed my appointment. Now what?

We will be in contact with anyone who was scheduled for an appointment but didn't arrive to reschedule.

We want to participate, but we are just too busy to travel right now. Can you come here?

Maybe! If there is a group of people that are available at an agency location, we may be able to come to you to complete the sort. Please contact Rosanna Marino at (225)342-8557 or rosanna.marino@la.gov to discuss.

What is CPTP going to do with this information?

In a nutshell: lots! We plan to use the information gained to establish a statewide competency model upon which to help SCS fulfill its mission of assisting state agencies recruit, retain and develop exceptional employees.

Here's an example of how we might use this information: we hope to find somewhere between 5-10 competencies that strongly correlate to exceptional performance across the state regardless of

position. Let's assume we find these five are the most highly correlated: customer focus, adaptive learning, dealing with ambiguity, leveraging technology and professionalism.

Of these five, we know through research that customer focus, professionalism, and leveraging technology are trainable. The other two are much harder to train. For the trainable competencies, we can do just that: create and offer training that can help establish this competency within the agencies. For the other two competencies, we can approach them in at least a couple of ways. We can suggest behavioral-based interview questions that evaluate these competencies. We can research further into these competencies to see what retention factors a person with this competency is likely to value. We can also help agencies design and implement a mentoring program or onboarding program that fosters these hard-to-train competencies.

There are a lot of potential competencies. We've identified 41 that might apply statewide to a number of positions. This project will help us know which of the competencies to focus on first and hardest.

Ok, that sounds good. But how will it help my agency specifically?

The exciting potential of this project is that we can, having established a statewide foundation, help agencies and departments build onto this foundation to round out a competency model for critical positions or eventually agency-wide. Imagine if we can work with an agency on its hardest jobs to fill or retain, and identify additional competencies that apply only to those positions. We can then suggest some recruitment and retention techniques that might assist the agency with finding, hiring and keeping competent employees in those positions.

We believe the essential first step in getting valid data upon which to base recommendations and decisions lies in identifying a statewide foundational competency model.

How will CPTP protect my confidentiality?

CPTP will not release the list of participant names to anyone except appointing authorities.

Information gathered at the sort will be kept by CPTP. While CPTP will use group information, CPTP will not release individual sort results.